3 FAM 7720
FSN EMPLOYEE DISCIPLINARY ACTIONS

(CT:PER-678; 06-22-2012)
(Office of Origin: HR/OE)

3 FAM 7721 GENERAL

(CT:PER-678; 06-22-2012)
(Uniform State/USAID/Commerce/Agriculture)
(Applies to Foreign Service Nationals Only)

a. Each head of an overseas establishment is responsible for initiating and effecting necessary disciplinary action on FSN employees, that is, official reprimands, exclusions from official premises, denials of within grade increases and suspensions.

b. An FSN employee is subject to suspension without pay for any period but not to exceed 90 days at any one time for disciplinary reasons.

c. 3 FAM 4000 (to be published) relating to U.S. citizen employees may also be used as a guide for FSN employees. However, disciplinary actions for FSN's are administered at post and are not subject to procedures noted in 3 FAM 4000 (to be published) for American employees. See 3 FAH-2H, Chapter 3, for further guidance.

d. If an FSN employee is suspended as a disciplinary action, a Form SF-50, Notification of Personnel Action, is processed stating the reason for and the period of suspension.

3 FAM 7722 THROUGH 7729 UNASSIGNED